

# ***Headquarters U.S. Air Force***

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***Integrity - Service - Excellence***

## ***International Affairs Specialist Program***



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# ***Why This Is Important***

## **CSAF Sight Picture - “An Expeditionary Language” (Jul 02)**

**“To be truly successful at sustaining coalitions, pursuing regional stability, and contributing to multi-national operations, *our expeditionary forces must have sufficient capability and depth in foreign area expertise and language skills...* These international skills are true force**



*John P. Jumper*  
**AIR FORCE**  
Air & Space Power





# ***Transformation Challenges***

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- **Current USAF Foreign Area Officer (FAO) program ineffective and doesn't support expeditionary mission**
  - **Lacks deliberate development**
  - **No utilization leverage**
  - **"Career killer" perception**
  - **Heavy reliance on self-obtained skills**
  - **Does not meet DoD requirements**
  
- **No program exists to manage Pol-Mil Affairs Officers (16P)**



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# ***Tiger Team Study***

- **SAF/IA led cross-functional Tiger Team Study of ways to strengthen and transform the FAO program**
  - **Needed new approach to better prepare officers to fill key international affairs jobs for the USAF and DoD**
- **Conducted “soup to nuts” analysis to develop new concept**
  - **Addressed requirements, accessions, selection, training, utilization, and career progression**
- **New International Affairs Specialist (IAS) program concept developed**
  - **Approved by AF Force Development Council (Jul 04)**
  - **Strong support at CORONA Conference (Sep 04)**

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# ***International Affairs Specialist Program***

- **Deliberately developed** under the USAF Force Development construct
- **Two distinct development paths**
  - **Regional Affairs Strategist (RAS)** - regional experts (replaces FAO)
  - **Pol-Mil Affairs Strategist (PAS)** - pol-mil experienced future leaders
- **Mid-career selection (7-12 year point)**
- **IAS training programs**
  - **RAS** - Regionally-focused adv degree + language training (3 yrs)
  - **PAS** - International Affairs-related adv degree (1 yr)
- **Developmental assignments**
  - **Alternating assignments for RAS (dual career path)**
  - **At least one post-IDE developmental assignment for PAS**

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# ***IAS Selection: RAS***

- **Regional Affairs Strategist (16F) Selection:**
  - Annual selection process in conjunction with upcoming spring/summer development vectors
  - Functional DTs provided specific RAS quotas in Prioritization Plan
  - DTs screen/select officers between 7-10 year point for RAS designation
    - SAF/IA CFM will provide guidance and assistance to DTs on RAS vectors
    - T-ODP used to volunteer; DTs to also consider non-vols
  - RAS-designated officers will attend 3 year training program (adv degree + language training + cultural immersion) plus complete JPME I block for IDE credit
  - RAS-designated officers will serve in alternating assignments between their PAFSC and IAS



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# ***IAS Selection: PAS***

## **■ Pol-Mil Affairs Strategist (16P) Selection:**

- Annual selection process in conjunction with IDE vectors**
- Functional DTs provided specific PAS quotas in Prioritization Plan**
- DTs identify a portion of their IDE selects for PAS designation**
  - SAF/IA CFM will provide guidance and assistance to DTs on PAS vectors**
  - T-ODP and AF Form 3849 used to volunteer; DTs to also consider non-vols**
- PAS-designated officers will attend ACSC w/ Pol-Mil elective course, NPS (IA-related program), POLAD Internship, etc.**
- PAS-designated officers will fill an IAS billet 1<sup>st</sup> or 2<sup>nd</sup> assignment post-IDE and other future IAS assignments as available**



# ***IAS Selection: Quotas***

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- **Quotas determined by balancing IAS requirements and AF/DPM force shaping analysis**
  - **IAS requirements dictate development of a mix of officers from most line career fields**
  - **Ops background highly desired, however, 50/50 mix (Ops vs. Msn Spt) supportable**
  - **210 IAS selection/training quotas (120 PAS/90 RAS)**
  - **Selection “ramp-up” to occur**
    - **50% of quotas this year**
    - **75% next year**
    - **100% thereafter**
- **Prioritization Plan staff packages to begin coordination with functionals in early Mar 05**
  - **Will need to include both IAS selection/training and 16F/16P requirement fill entitlements**





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# ***DoD Directive 1315.17***

## ***Service FAO Programs***

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- **Updates previous FAO DoD Directive with specific guidance to Services to create robust FAO management programs**
  - **Deliberately develop a corps of FAOs possessing the following skills:**
    - **Qualification in a primary career specialty as a FAO prerequisite**
    - **Graduate-level education (international/regional affairs)**
    - **Professional level foreign language skills (R3/L3/S3)**
  - **FAO management to ensure:**
    - **Appropriate *FAO duty experience* to develop regional expertise**
    - **Language/Regional skills maintenance program throughout career lifecycle**
    - **Competitive *promotion opportunity to General***
- **Requires annual reports to respond to OSD metrics on FAO utilization and management**



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# ***Defense Language Transformation Roadmap***

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- **DepSecDef roadmap for achieving language capabilities to support 2004 Defense Strategy**
- **Four Goals:**
  - **Create foundational language and cultural expertise in the officer, civilian, and enlisted ranks for both Active and Reserve Components**
  - **Create capacity to surge language and cultural resources beyond these foundational and in-house capabilities**
  - **Establish a cadre of language specialists possessing a level R3/L3/S3 ability**
  - **Establish a process to track the accession, separation and promotion rates of language professionals and Foreign Area Officers (FAOs)**



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# ***Defense Language Transformation Roadmap***

***(Cont.)***

- **Some key required actions of the Services:**
  - **Require junior officers to complete language training**
  - **Create more junior officer opportunities to serve one year assignments with foreign military**
  - **Make foreign language ability a criterion for general officer advancement**
  - **Use metrics to monitor FAO accession, retention and promotion rates**
  - **Effectively track personnel with foreign language and regional expertise**
  - **Implement FAO Program that complies with new DoD Directive 1315.17 (Service FAO Programs)**



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## ***Key Points***

- **USAF is committed to transforming ineffective FAO program to better support expeditionary AF and DoD requirements**
- **New Force Development approach for IAS program ensures developmental opportunities and utilization leverage**
  - **Career enhancing development carefully managed to ensure officers remain competitive in both PAFSC and IAS program**
  - **IAS development entitlements will be incorporated into each career field's Prioritization Plan**
- **In-line with new DoD Directive on Service FAO Programs**
- **Key Milestones:**
  - **First IAS officers selected - Summer/Fall 2005**
  - **Training starts - Summer 2006**



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